

Message Text

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PAGE 01 TOKYO 14899 180502Z
ACTION EA-12

INFO OCT-01 ISO-00 EB-08 MMO-01 PER-01 /023 W
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R 180456Z AUG 78
FM AMEMBASSY TOKYO
TO USDOC WASHDC
INFO SECSTATE WASHDC 0475

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FOR BED/OIM/EA

E.O. 11652: NA
TAGS: APER, BEXP, JA
SUBJECT: REDUCTION OF COMMERCE STAFFING AT TRADE CENTER

REF: (A) USDOC 14317,B)GARNITZ/CLARK LETTER JUL 17, 1978

1. IT WOULD BE INAPPROPRIATE AT THIS TIME TO CARRY OUT
THE REDUCTIONS IN TC STAFFING CONTEMPLATED IN REFS (A)
AND (B) FOR TWO REASONS:

...(1) RECENT TRANSFER OF TC SLOT TO EMBASSY AND
...(2) EMBASSY POLICY.

...(1) MS IZUKO SHIGA, WHO HAS BEEN SERVING AS TCD'S
SECRETARY FOR SEVERAL YEARS, HAS BEEN TRANSFERRED TO THE
EMBASSY TO SERVE AS K.S. WU'S SECRETARY. THIS CHANGE
HAD ALREADY BEEN EFFECTED WHEN REF (A) RECEIVED. THIS
MOVE LEAVES THE TC WITH TWO SECRETARIES, SACHIKO SUZUKI
(COMMERCE FUNDED AND REIKO KUBO (STATE FUNDED). MS
SUZUKI IS NOW SERVING AS SECRETARY TO BOTH DIRECTOR AND
DEPUTY DIRECTOR AND MS KUBO AS PROMOTION SECRETARY AND
RECEPTIONIST. WE DO NOT THINK THAT TC CAN OPERATE WITH
ONLY ONE SECRETARIAL POSITION, THE COMBINED SECRETARY-
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RECEPTIONIST SLOT, NOR DO WE THINK THAT AN ON-AGAIN,
OFF-AGAIN CONTRACTUAL ARRANGEMENT FOR THE SECOND SECRETARY
WOULD FURNISH ADEQUATE COVERAGE OF THE TC NEEDS, EVEN
IF THE INCUMBENT WOULD ACCEPT SUCH AN ARRANGEMENT. IN
ADDITION, THE EMBASSY HAS EXPRESSED ITS CONCERN WITH
DISCHARGING A JAPANESE EMPLOYEE A FEW MONTHS BEFORE SHE
IS ELIGIBLE FOR RETIREMENT AND HAS INFORMED THE TCD

THAT SUCH AN ACTION SHOULD BE AVOIDED, IF AT ALL POSSIBLE.

...(2) WHILE WE RELUCTANTLY AGREE TO REDUCTION OF THE OTHER POSITION, WE BELIEVE IN TERMINATION EMPLOYEE CONCERNED THAT CONSIDERATION MUST BE GIVEN TO MANNER IN WHICH THIS IS HANDLED. AS A PART OF THE MISSION, USTC FOLLOWS THE EMBASSY IN ITS LOCAL PERSONNEL ADMINISTRATION AND IS A PARTICIPANT IN THE MISSION'S LOCAL COMPENSATION PLAN. WE BELIEVE THAT WE SHOULD TO EXTENT POSSIBLE TRY TO DEAL WITH LOCAL STAFF TERMINATIONS ACCORDINGLY. IT IS STATED EMBASSY POLICY IN CONNECTION WITH AN EXTENSIVE REDUCTION IN STATE STAFFING RECOMMENDED BY THE FOREIGN SERVICE INSPECTORS AND AGREED TO BY THE EMBASSY THAT REDUCTIONS WILL BE EFFECTED OVER REASONABLE (2 YEAR) PERIOD THROUGH ATTRITION; THIS POLICY TAKES INTO CONSIDERATION THAT EMPLOYMENT IN JAPAN HAS TRADITIONALLY BEEN A LIFETIME ARRANGEMENT AND OUTRIGHT TERMINATIONS ARE NOT THE PRACTICE. THE PROBLEM IS GENERALLY DEALT WITH, WHEN NECESSARY, BY RELOCATION OF THE PERSONS CONCERNED IN SUBSIDIARY COMPANIES, FOR INSTANCE.

WHILE COMMERCE HAS LESS OPPORTUNITY TO TAKE CARE OF REDUCTION BY REASSIGNMENT FROM WITHIN, BELIEVE THAT WE AT LEAST NEED TIME TO TRY TO WORK OUT ALTERNATIVE EMPLOYMENT ARRANGEMENT FOR THE OTHER PERSON CONCERNED, LIMITED OFFICIAL USE

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SUSUMI SHIRATORI, AGE 27 WITH 4 YEARS SERVICE. IT IS HOPED THAT WITH EMBASSY AND TC ASSISTANCE HE MIGHT BE ABLE TO FIND ANOTHER JOB WITHIN THE NEXT SIX MONTHS.

2. IN VIEW OF (1) AND (2) REQUEST THAT TC BE REDUCED TO 4 FSL COMMERCE FUNDED POSITIONS INSTEAD OF 3 AND THAT EFFECTIVE DATE OF REDUCTION BE DEFERRED TO FEB 28, 1979. EMBASSY FULLY ENDORSES THIS REQUEST.

MANSFIELD

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